

WD 15-5173 (Rev.-2) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS
ADMINISTRATION		
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-
5173		
Daniel W. Simms	Division of	Revision No.: 2
Director	Wage Determinations	Date Of Revision:
12/29/2015		

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Claiborne, Covington, Franklin, Issaquena, Jefferson, Jefferson Davis, Lawrence, Lincoln, Marion, Pike, Sharkey, Walthall, Warren, Wilkinson, Yazoo

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.16	
01012 - Accounting Clerk II	
14.77	

01013 - Accounting Clerk III
16.68
01020 - Administrative Assistant
19.90
01035 - Court Reporter
17.17
01041 - Customer Service Representative I
11.10
01042 - Customer Service Representative II
12.49
01043 - Customer Service Representative III
13.62
01051 - Data Entry Operator I
11.23
01052 - Data Entry Operator II
12.26
01060 - Dispatcher, Motor Vehicle
17.52
01070 - Document Preparation Clerk
11.65
01090 - Duplicating Machine Operator
11.65
01111 - General Clerk I
10.84
01112 - General Clerk II
11.83
01113 - General Clerk III
13.28
01120 - Housing Referral Assistant
16.76
01141 - Messenger Courier
9.49
01191 - Order Clerk I
11.73
01192 - Order Clerk II
13.84
01261 - Personnel Assistant (Employment) I
14.80
01262 - Personnel Assistant (Employment) II
16.56
01263 - Personnel Assistant (Employment) III
18.47
01270 - Production Control Clerk
19.93
01290 - Rental Clerk
12.00
01300 - Scheduler, Maintenance
13.07
01311 - Secretary I
13.07
01312 - Secretary II
14.64
01313 - Secretary III
16.76

01320 - Service Order Dispatcher
15.36
01410 - Supply Technician
19.90
01420 - Survey Worker
12.43
01460 - Switchboard Operator/Receptionist
11.96
01531 - Travel Clerk I
11.43
01532 - Travel Clerk II
12.05
01533 - Travel Clerk III
12.66
01611 - Word Processor I
12.29
01612 - Word Processor II
13.79
01613 - Word Processor III
15.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
18.56
05010 - Automotive Electrician
17.13
05040 - Automotive Glass Installer
16.21
05070 - Automotive Worker
16.21
05110 - Mobile Equipment Servicer
14.24
05130 - Motor Equipment Metal Mechanic
18.03
05160 - Motor Equipment Metal Worker
16.21
05190 - Motor Vehicle Mechanic
17.35
05220 - Motor Vehicle Mechanic Helper
13.16
05250 - Motor Vehicle Upholstery Worker
15.14
05280 - Motor Vehicle Wrecker
16.21
05310 - Painter, Automotive
17.13
05340 - Radiator Repair Specialist
16.21
05370 - Tire Repairer
12.92
05400 - Transmission Repair Specialist
18.03
07000 - Food Preparation And Service Occupations
07010 - Baker
10.90

07041 - Cook I
8.61
07042 - Cook II
10.14
07070 - Dishwasher
8.28
07130 - Food Service Worker
8.44
07210 - Meat Cutter
12.48
07260 - Waiter/Waitress
8.32
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
17.04
09040 - Furniture Handler
9.97
09080 - Furniture Refinisher
17.04
09090 - Furniture Refinisher Helper
12.39
09110 - Furniture Repairer, Minor
14.81
09130 - Upholsterer
17.04
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
9.42
11060 - Elevator Operator
9.42
11090 - Gardener
14.95
11122 - Housekeeping Aide
9.55
11150 - Janitor
9.55
11210 - Laborer, Grounds Maintenance
10.19
11240 - Maid or Houseman
8.29
11260 - Pruner
8.96
11270 - Tractor Operator
13.53
11330 - Trail Maintenance Worker
10.19
11360 - Window Cleaner
10.85
12000 - Health Occupations
12010 - Ambulance Driver
13.24
12011 - Breath Alcohol Technician
17.03

12012 - Certified Occupational Therapist Assistant
20.71
12015 - Certified Physical Therapist Assistant
18.74
12020 - Dental Assistant
15.24
12025 - Dental Hygienist
30.04
12030 - EKG Technician
21.41
12035 - Electroneurodiagnostic Technologist
21.41
12040 - Emergency Medical Technician
13.24
12071 - Licensed Practical Nurse I
15.22
12072 - Licensed Practical Nurse II
17.03
12073 - Licensed Practical Nurse III
17.99
12100 - Medical Assistant
12.52
12130 - Medical Laboratory Technician
15.86
12160 - Medical Record Clerk
12.68
12190 - Medical Record Technician
14.18
12195 - Medical Transcriptionist
15.22
12210 - Nuclear Medicine Technologist
32.69
12221 - Nursing Assistant I
9.99
12222 - Nursing Assistant II
11.24
12223 - Nursing Assistant III
12.27
12224 - Nursing Assistant IV
13.77
12235 - Optical Dispenser
15.92
12236 - Optical Technician
15.22
12250 - Pharmacy Technician
13.41
12280 - Phlebotomist
13.84
12305 - Radiologic Technologist
22.41
12311 - Registered Nurse I
23.01
12312 - Registered Nurse II
28.15

12313 - Registered Nurse II, Specialist
28.15
12314 - Registered Nurse III
34.05
12315 - Registered Nurse III, Anesthetist
34.05
12316 - Registered Nurse IV
40.81
12317 - Scheduler (Drug and Alcohol Testing)
20.01
12320 - Substance Abuse Treatment Counselor
12.59
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
15.97
13012 - Exhibits Specialist II
19.79
13013 - Exhibits Specialist III
23.91
13041 - Illustrator I
15.97
13042 - Illustrator II
19.79
13043 - Illustrator III
23.91
13047 - Librarian
21.91
13050 - Library Aide/Clerk
10.39
13054 - Library Information Technology Systems
19.79
Administrator
13058 - Library Technician
12.56
13061 - Media Specialist I
14.28
13062 - Media Specialist II
15.97
13063 - Media Specialist III
17.81
13071 - Photographer I
14.50
13072 - Photographer II
16.21
13073 - Photographer III
20.10
13074 - Photographer IV
24.59
13075 - Photographer V
29.73
13090 - Technical Order Library Clerk
13.05
13110 - Video Teleconference Technician
16.44

14000 - Information Technology Occupations
 14041 - Computer Operator I
 16.58
 14042 - Computer Operator II
 18.55
 14043 - Computer Operator III
 21.14
 14044 - Computer Operator IV
 27.01
 14045 - Computer Operator V
 27.20
 14071 - Computer Programmer I (see 1)
 20.08
 14072 - Computer Programmer II (see 1)
 24.87
 14073 - Computer Programmer III (see 1)
 14074 - Computer Programmer IV (see 1)
 14101 - Computer Systems Analyst I (see 1)
 14102 - Computer Systems Analyst II (see 1)
 14103 - Computer Systems Analyst III (see 1)
 14150 - Peripheral Equipment Operator
 16.58
 14160 - Personal Computer Support Technician
 27.01
 14170 - System Support Specialist
 21.50
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 28.72
 15020 - Aircrew Training Devices Instructor (Rated)
 34.74
 15030 - Air Crew Training Devices Instructor (Pilot)
 41.64
 15050 - Computer Based Training Specialist / Instructor
 28.72
 15060 - Educational Technologist
 24.19
 15070 - Flight Instructor (Pilot)
 41.64
 15080 - Graphic Artist
 20.31
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 38.19
 15086 - Maintenance Test Pilot, Rotary Wing
 38.19
 15088 - Non-Maintenance Test/Co-Pilot
 38.19
 15090 - Technical Instructor
 20.13
 15095 - Technical Instructor/Course Developer
 24.61
 15110 - Test Proctor
 16.27

15120 - Tutor
16.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
8.29
16030 - Counter Attendant
8.29
16040 - Dry Cleaner
9.67
16070 - Finisher, Flatwork, Machine
8.29
16090 - Presser, Hand
8.29
16110 - Presser, Machine, Drycleaning
8.29
16130 - Presser, Machine, Shirts
8.29
16160 - Presser, Machine, Wearing Apparel, Laundry
8.29
16190 - Sewing Machine Operator
10.15
16220 - Tailor
10.63
16250 - Washer, Machine
8.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
20.39
19040 - Tool And Die Maker
24.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
12.59
21030 - Material Coordinator
19.93
21040 - Material Expediter
9.93
21050 - Material Handling Laborer
11.88
21071 - Order Filler
11.27
21080 - Production Line Worker (Food Processing)
12.59
21110 - Shipping Packer
13.74
21130 - Shipping/Receiving Clerk
13.74
21140 - Store Worker I
9.70
21150 - Stock Clerk
14.34
21210 - Tools And Parts Attendant
13.37

21410 - Warehouse Specialist
12.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
21.06
23019 - Aircraft Logs and Records Technician
16.78
23021 - Aircraft Mechanic I
19.98
23022 - Aircraft Mechanic II
21.06
23023 - Aircraft Mechanic III
22.06
23040 - Aircraft Mechanic Helper
14.58
23050 - Aircraft, Painter
18.15
23060 - Aircraft Servicer
16.78
23070 - Aircraft Survival Flight Equipment Technician
18.15
23080 - Aircraft Worker
17.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
17.98
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
19.98
II
23110 - Appliance Mechanic
17.58
23120 - Bicycle Repairer
13.55
23125 - Cable Splicer
21.97
23130 - Carpenter, Maintenance
15.70
23140 - Carpet Layer
16.02
23160 - Electrician, Maintenance
22.67
23181 - Electronics Technician Maintenance I
16.91
23182 - Electronics Technician Maintenance II
17.78
23183 - Electronics Technician Maintenance III
18.75
23260 - Fabric Worker
14.81
23290 - Fire Alarm System Mechanic
17.75
23310 - Fire Extinguisher Repairer
13.61

23311 - Fuel Distribution System Mechanic
16.59
23312 - Fuel Distribution System Operator
13.99
23370 - General Maintenance Worker
14.93
23380 - Ground Support Equipment Mechanic
19.98
23381 - Ground Support Equipment Servicer
16.78
23382 - Ground Support Equipment Worker
17.98
23391 - Gunsmith I
13.61
23392 - Gunsmith II
16.02
23393 - Gunsmith III
18.17
23410 - Heating, Ventilation And Air-Conditioning
17.93
Mechanic
23411 - Heating, Ventilation And Air Contditioning
18.90
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
19.01
23440 - Heavy Equipment Operator
17.75
23460 - Instrument Mechanic
18.17
23465 - Laboratory/Shelter Mechanic
17.03
23470 - Laborer
11.56
23510 - Locksmith
17.03
23530 - Machinery Maintenance Mechanic
21.48
23550 - Machinist, Maintenance
18.13
23580 - Maintenance Trades Helper
11.84
23591 - Metrology Technician I
18.17
23592 - Metrology Technician II
19.17
23593 - Metrology Technician III
20.08
23640 - Millwright
19.53
23710 - Office Appliance Repairer
19.75
23760 - Painter, Maintenance
15.33

23790 - Pipefitter, Maintenance
17.28
23810 - Plumber, Maintenance
16.19
23820 - Pneudraulic Systems Mechanic
18.17
23850 - Rigger
18.17
23870 - Scale Mechanic
16.02
23890 - Sheet-Metal Worker, Maintenance
16.14
23910 - Small Engine Mechanic
16.02
23931 - Telecommunications Mechanic I
26.70
23932 - Telecommunications Mechanic II
28.02
23950 - Telephone Lineman
18.17
23960 - Welder, Combination, Maintenance
17.75
23965 - Well Driller
18.17
23970 - Woodcraft Worker
18.17
23980 - Woodworker
13.97
24000 - Personal Needs Occupations
24550 - Case Manager
12.47
24570 - Child Care Attendant
8.68
24580 - Child Care Center Clerk
11.19
24610 - Chore Aide
9.91
24620 - Family Readiness And Support Services
12.47
Coordinator
24630 - Homemaker
12.47
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
18.47
25040 - Sewage Plant Operator
16.05
25070 - Stationary Engineer
18.47
25190 - Ventilation Equipment Tender
12.58
25210 - Water Treatment Plant Operator
16.05
27000 - Protective Service Occupations

27004 - Alarm Monitor
12.19
27007 - Baggage Inspector
9.34
27008 - Corrections Officer
13.86
27010 - Court Security Officer
15.34
27030 - Detection Dog Handler
12.03
27040 - Detention Officer
13.86
27070 - Firefighter
16.94
27101 - Guard I
9.34
27102 - Guard II
12.03
27131 - Police Officer I
16.87
27132 - Police Officer II
18.75
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
13.46
28042 - Carnival Equipment Repairer
14.55
28043 - Carnival Worker
9.92
28210 - Gate Attendant/Gate Tender
13.81
28310 - Lifeguard
11.01
28350 - Park Attendant (Aide)
15.45
28510 - Recreation Aide/Health Facility Attendant
11.28
28515 - Recreation Specialist
16.57
28630 - Sports Official
12.31
28690 - Swimming Pool Operator
18.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
16.86
29020 - Hatch Tender
16.86
29030 - Line Handler
16.86
29041 - Stevedore I
15.59
29042 - Stevedore II
17.93

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
36.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
25.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
27.71
30021 - Archeological Technician I
16.60
30022 - Archeological Technician II
18.28
30023 - Archeological Technician III
22.65
30030 - Cartographic Technician
23.21
30040 - Civil Engineering Technician
18.16
30051 - Cryogenic Technician I
23.66
30052 - Cryogenic Technician II
26.13
30061 - Drafter/CAD Operator I
16.65
30062 - Drafter/CAD Operator II
19.14
30063 - Drafter/CAD Operator III
21.92
30064 - Drafter/CAD Operator IV
25.70
30081 - Engineering Technician I
15.04
30082 - Engineering Technician II
16.88
30083 - Engineering Technician III
18.88
30084 - Engineering Technician IV
23.40
30085 - Engineering Technician V
28.82
30086 - Engineering Technician VI
34.63
30090 - Environmental Technician
23.21
30095 - Evidence Control Specialist
21.36
30210 - Laboratory Technician
20.89
30221 - Latent Fingerprint Technician I
23.66
30222 - Latent Fingerprint Technician II
26.13
30240 - Mathematical Technician
23.21

30361 - Paralegal/Legal Assistant I
18.76
30362 - Paralegal/Legal Assistant II
23.25
30363 - Paralegal/Legal Assistant III
28.44
30364 - Paralegal/Legal Assistant IV
33.85
30375 - Petroleum Supply Specialist
26.13
30390 - Photo-Optics Technician
23.21
30395 - Radiation Control Technician
26.13
30461 - Technical Writer I
22.85
30462 - Technical Writer II
27.94
30463 - Technical Writer III
33.80
30491 - Unexploded Ordnance (UXO) Technician I
23.19
30492 - Unexploded Ordnance (UXO) Technician II
28.06
30493 - Unexploded Ordnance (UXO) Technician III
33.63
30494 - Unexploded (UXO) Safety Escort
23.19
30495 - Unexploded (UXO) Sweep Personnel
23.19
30501 - Weather Forecaster I
23.66
30502 - Weather Forecaster II
28.77
30620 - Weather Observer, Combined Upper Air Or (see 2)
21.92
Surface Programs
30621 - Weather Observer, Senior (see 2)
23.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
28.06
31020 - Bus Aide
9.28
31030 - Bus Driver
13.76
31043 - Driver Courier
12.60
31260 - Parking and Lot Attendant
9.40
31290 - Shuttle Bus Driver
13.84
31310 - Taxi Driver
10.24

31361 - Truckdriver, Light
13.84
31362 - Truckdriver, Medium
15.12
31363 - Truckdriver, Heavy
18.54
31364 - Truckdriver, Tractor-Trailer
18.54
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
13.68
99030 - Cashier
8.72
99050 - Desk Clerk
8.61
99095 - Embalmer
22.79
99130 - Flight Follower
23.19
99251 - Laboratory Animal Caretaker I
10.67
99252 - Laboratory Animal Caretaker II
11.72
99260 - Marketing Analyst
17.87
99310 - Mortician
22.79
99410 - Pest Controller
16.93
99510 - Photofinishing Worker
12.19
99710 - Recycling Laborer
12.69
99711 - Recycling Specialist
15.76
99730 - Refuse Collector
11.15
99810 - Sales Clerk
11.98
99820 - School Crossing Guard
10.96
99830 - Survey Party Chief
18.14
99831 - Surveying Aide
13.20
99832 - Surveying Technician
16.49
99840 - Vending Machine Attendant
12.31
99841 - Vending Machine Repairer
15.11
99842 - Vending Machine Repairer Helper
12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformance may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b) (2) (ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b) (2) (iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c) (1)).